

IPI Newsletter

A Quarterly Newsletter

January 2005

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Success Is Always Looking Up

Success is reaching for the stars that we cannot yet see, it is recognizing the contributions of all of its members and it is never forgetting those who have passed our way, brightened our day and somehow or another inspired us to never quit.

Donna Gerst was such a person.
It is fitting that this is our lead story for 2005 as an acknowledgment to our friends who have inspired us all.

DOC Director Gary Maynard,
ICIW Warden Diann
Wilder-Tomlinson and
IPI Director Roger Baysden
stand in front the bus
IPI donated to ICIW on
November 1, 2004.



Baysden's Corner

BY ROGER L. BAYSDEN
IPI DIRECTOR

We are well into the second half of the year and while we look at a host of measures to determine our success or shortfall, sales is one that must never be overlooked. As of December 31, 2004, Anamosa is down 6% versus 2003, Fort Madison is up 39% versus 2003, Mitchellville is down 4% versus 2003, and the Central Canteen is up a whopping 66%! Great Job to Shawn Preston and his team. Unfortunately all of the profits from the Central Canteen are reverted to the prisons, this of course after we deduct our expenses.

Success is a team sport and the most important thing about a successful team is, it is not important who gets

the credit for success, for we will all be recognized for our contribution. I challenge each of you to pass on to those who work with you and for you to be the very best you can at your job. Success is moving forward a little bit at a time.

We're down a little, but I know we can catch up. This past week I submitted a bonus incentive plan for all of IPI staff to the union for discussion and inclusion in this year's Union Rules Book. Hopefully we will be given some latitude to reward teams for outstanding performance. The common thread in my proposal is to reward every member of a plant location. I believe this will strengthen our teamwork and give a greater focus on our challenges

of increasing inmate work.

As a result of your hard work and commitment to high quality products, not to mention excellent service, IPI was in a position to purchase a NEW BUS for Mitchellville. This bus allows more inmates to find work and ensure a safe and reliable vehicle is available to the department. We hope to continue this generous program in years to come, but only in those years that we make a profit.

If you have recommendations on topics I should include in my comments or in comments you would like to see from the managers, please let us know. This is your letter.

Thanks for your hard work and commitment to quality work.

Sales & Marketing

Customer Spotlight: Waterloo Community Schools



Lincoln Elementary

The delivery of 520 student desks and over 200 tables in August to the new Lincoln Elementary in Waterloo marked a great cooperative effort between InVision Architecture, Struxture Architects, Waterloo Schools and our own Anamosa Metal design team.

IPI was given the opportunity by Waterloo Schools' Physical Plant Director Marty Metcalf to design a student desk that would meet the specific needs of the school district and designers. Marty brought together Jane Miller from Struxture and Brooke Ekstrom from InVision and we were able to give input on the new design. The resulting desk, a flip-top desk with

t-leg design, is now the standard Waterloo Schools will use for all elementary students in the district. IPI owes Marty, Superintendent Dewitt Jones and all other Waterloo Schools personnel great thanks for selecting Iowa Prison Industries to work on this important project.

In November, we began working with Marty and Brook on next year's new building project, Lou Henry Elementary. We will once again supply student desks and activity tables. We are also working on designing new library furnishings; they have given us an opportunity to create some unique designs for library shelving. We look forward to building furniture for the fall opening of Lou Henry Elementary.



The new flip-top desk with t-leg design.

Trade Shows Continue To Showcase Products

In October 2004, Dennis Barry and Scott Klinefelter traveled to Sioux City to exhibit at the Iowa Library Association Annual Conference. The booth stayed busy with the help of items donated to ILA's silent auction by both Anamosa and Fort Madison.



Dennis Barry, Ann Bouslaugh, Scott Klinefelter & Mike O'Brien at the IASB booth.

IPI's booth at the Iowa Association of School Boards trade show marked our 50th year exhibiting at the show. IASB gave us a bouquet of flowers to display in our booth. The winner of the Carriage Clock drawing was Brad Hohersee, Superintendent of Lenox School District.

Bob Fairfax and Roger Baysden traveled to South Dakota to show our

dorm furniture for the first time at the ACUHO (Assoc. of College & University Housing Officers) conference. A successful show, Bob and Roger made many contacts with potential customers.

Repeat Customers Mark Dorm Success

One way to know if you have created a satisfied customer is to see if they continue to place orders for your products. IPI is thrilled to be receiving dorm furniture orders year after year from the three state universities as well as several private and community colleges across Iowa.

To show our appreciation to some of our newest dorm customers, IPI donated mantle clocks to Morningside College, WIT and the University of



Morningside College

Wendy Stevenson (Director of Counseling Services), Scott Klinefelter (IPI), Dan Mabery (Director of Residence Life)



Western Iowa Tech

Scott Klinefelter (IPI), Cal Brinkerhoff (Assoc. Dean of Students), Dr. Robert Dunker (President), Dr. Carolyn Rants (Dean of Students)

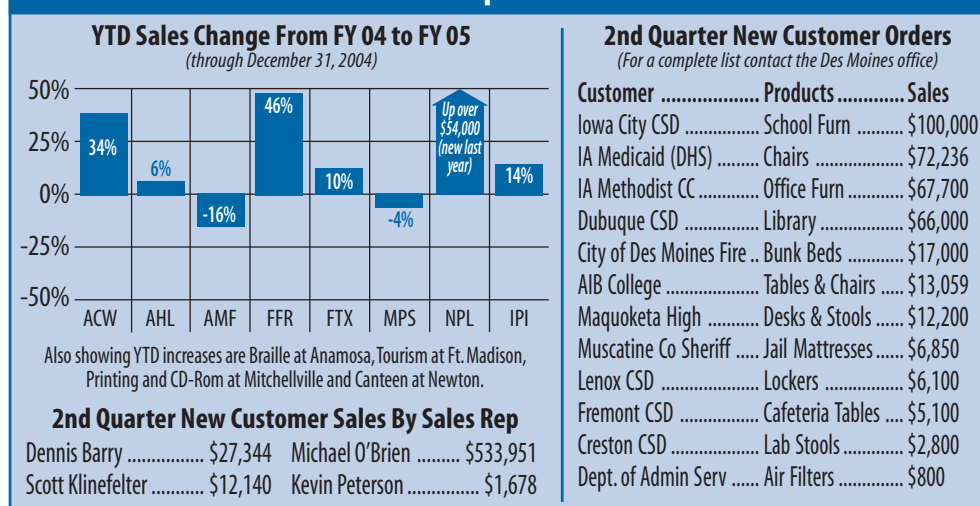


University of Northern Iowa

Mike Nye (IPI-FM), Brent Ascher (Asst. Director of Residence/Facilities)

Northern Iowa. All three schools were pleased enough with their first dorm furniture orders that they all placed additional orders for delivery last summer. We thank them for their ongoing support and look forward to continuing to meet their ever-changing, diverse needs.

Sales Report Card



Kevin Peterson Tackles New Product Sales

Kevin Peterson, Chemicals & Textiles Sales Representative, has jumped into selling Anamosa's new line of air filters with both feet. Excited to be able offer such a quality product at a reasonable price, Kevin is focusing on promoting this new product line at the Capitol Complex and to prisons, institutions, universities and school districts. Kevin also took on the sales for the IPI Plastics division last year. Both of these products have tied in nicely with the other chemicals and cleaning supplies. If you know of anyone interested in purchasing these products, please contact Kevin at 319-350-8536.

Since coming on board with IPI in 1999, Kevin continues to make an impact on both chemicals and textiles sales. In fact, Kevin's sales were up 15.4% the first quarter of FY2005. Good job Kevin and keep up the hard work!

YTD Sales Down, But Outlook Positive

Through December, Anamosa's sales are down approximately 6% (\$266,906) from the same time last year but hopefully with the increased open orders we will see an improvement over the second half of the year in sales.

Staff & Inmates Celebrate Holidays

For the holidays this year we had our annual staff Pizza Party on December 23rd followed by the inmates having their Christmas party. Each inmate was given \$10.00 as a thank you for the work they had done and making last fiscal year one of Anamosa's most successful.

Road-Tripping To Arkansas

Chris Gillmore and Tim Diesburg traveled to North Tumbling Shoals, Arkansas, on December 9th to look at a plastic dip-coating process. The Metal Shop is investigating using this process on our park furniture.

In his spare time, Kevin enjoys spending time with his family, which includes wife Lisa, sons Shane and Jake, stepdaughter Megan, granddaughter Cayce and beagle Harley. He also hunts

and watches NASCAR and any Hawkeye sports that he can find.



Anamosa

Shop Spotlight: Housekeeping & Laundry

Housekeeping & Laundry has maintained an impressive track record of steady growth over many years. Although this shop does not take up a large area, it does make a big impact on the success of Industries. The people are responsible for this success and we will focus on 3 key staff: Senior Technicians Tammy Luchtenburg and Pat Fowler along with Supervisor Tim Diesburg are responsible for the production in this area. Kevin Peterson is the sales representative for this division.

This division produces and sells a highly competitive product and the value we provide has stood up to measured tests. Staff at IMCC-Oakdale proved the value of our product when IPI met the competition in an apples to apples comparison of our Laundry products.

The shop has also looked at ways to better market our products and



The new Housekeeping & Laundry logo.



Housekeeping & Laundry Staff: Tim Diesburg, Tammy Luchtenburg & Pat Fowler

came up with several different logos to give our products better name recognition. Except for EPA registered items, this logo will be on all new production.

The Housekeeping & Laundry division has looked to expand for future growth and the HVAC filter production has been installed and certified by UL. Filters tie in nicely with the other consumable products in the shop and will create steady demand and opportunities to create more inmate work. We are in the early stages of this new product line and, as we learn demand and pricing, we will be able to enhance IPI's capabilities as a one-stop shop for our customers.

Numerous Plant Tours Hosted

IPI encourages our customers to take the time to tour our plants, allowing them to see first hand how our shops operate and the quality materials and workmanship that goes into to our products.

This past quarter, Anamosa hosted several tours of the shops. October 14th, several representatives from Colorado Department of Corrections looked at our Housekeeping & Laundry division.

The very next day, we hosted the quarterly meeting of the Iowa School Building and Grounds Association with 45 people attending and touring the plant. Representatives of Durant Architectural firm and Dubuque Community School district toured the shops on November 11th. On December 9th, eighteen members of Representative Jim Nussle's staff toured the shops and institution.

Business Office

Global Progress Continues

At the beginning of the Global conversion process, we divided the complete process into four basic steps of completion:

1. Initial conversion of data and getting the program to work.
2. Getting the basic job done.
3. Getting the basic job done accurately and efficiently.
4. Moving beyond the basic job and using the system to its fullest benefit to IPI.

After a great deal of hard work by many employees, IPI is proud to have moved through the first two steps and is firmly entrenched in working to get past the third step. While much progress has been made on the Global conversion, a large amount of work remains to utilize Global to its fullest potential.

Significant progresses that have been made over the past months include:

- Written procedures have been or are being developed.
- Processes are back to more of a routine. Checks and balances are back in place.
- Time to close a month has significantly decreased to near normal (2-3 days).
- We are able to input work orders to produce product, inmates can log into the jobs they are working on to collect time, sales orders are being input, purchase orders are being input, and invoices and statements are being run in a timely manner.
- In November 2004, a fairly large update was installed, which involved more training and written procedures on the new features.

As IPI continues to move forward with Global, the following are specific upcoming projects:

- Inventory cycle counts were reinstated for all branches effective January 1.

- Formalized inventory cost review process to begin in January. Reports will identify those items over a certain percentage change so that further review can be done.
- Continued training.
- Work center review and testing of work center costs. Initial testing of one branch, then testing to continue in other branches. Overhead costs to become part of product cost in July.
- Development of reports using Crystal Report writer to provide more automated reports and specialized reports as required. Work has already begun on this and will be a focus in the next quarter.
- There will continue to need to be a focus on using more features of the software, including updates. This should include production scheduling in the future.

As we work through the many steps involved in learning and using Global to its fullest potential, we should not forget the overall benefits that IPI will receive from Global Shop:

- Ability to have accurate product costing including overhead.
- Ability to have increased information to improve the manufacturing processes and schedules enabling us to improve our delivery schedules to customers.
- Increased accessibility of information to all staff to enable them to do their jobs more efficiently and accurately.
- Due to the transition to a new accounting and manufacturing system, staff and inmates will have a more thorough business understanding of a self-funding business entity. This will benefit IPI in the future.

Sales Office Holds Silent Auction

After receiving the beautiful Ice Chest that Fort Madison produced, the Sales Office decided to hold a silent



auction to sell it. Quite a few bids were received from visitors to the showroom and DOC staff. Pam Bartling, employee of the Department of Corrections, entered the winning bid of \$250.

Trivia Challenge Answers: 1. Harley; 2. Purchasing Assistant; 3. 8,702; 4. Mark Weinhardt; 5. 99.3%; 6. Mike O'Brien; 7. Iowa School Buildings & Grounds Association

Cindy Reck Promoted To Purchasing Agent 3

Effective October 22, 2004, Cindy Reck is now a Purchasing Agent 3 in the Business Office. Cindy began her employment with IPI in 1990 as a Purchasing Assistant and advanced to Purchasing Agent 1 in 1996.



Cindy Reck,
Purchasing Agent 3

After graduating from Ellsworth Junior College in 1972 with an AA degree, Cindy attended her third year at UNI in Cedar Falls. Cindy continues to advance her knowledge in the purchasing field by attending seminars whenever possible. Cindy states she had a great teacher in the purchasing world at IPI in Donna Gerst who passed away in September 2004 and misses her expertise as well as her friendship.

Cindy has been married to Dale, a teacher and coach at Anamosa Middle School, for over 30 years. They have two boys, Mikel (28) and TJ (23). In her spare time, Cindy enjoys quilting, sewing and swimming.

Congratulations, Cindy!

4-Color Printing & Framing Demand Up

The Print shop is working hard at perfecting its four-color offset printing. The AB Dick Computer-to-Plate process has helped out immensely in providing exceptional layouts for the press section. The workers have taken charge in refining this process and have gotten many compliments on the multiple jobs they have sent out.

Also, the custom framing program is starting to take off as orders are starting to grow more each week. Initially, the frame shop would receive two to three orders a month, but since November the average has grown to eight custom frames a week.

Moving & Install, Surplus Busy As Always

Robert Mesecher has been working hard this past year. Several projects included Des Moines schools, Iowa State University, and Johnston schools, along with his usual government accounts. Sean Culbertson, who oversees Surplus, also helps Robert with his always-demanding installation schedule.

Last fall, Sean oversaw the first ever sidewalk sale at Surplus. Sales were great, even considering all items were sold at over 75% off. The Surplus shop was virtually cleaned out, as the customer turnout was better than expected.

P&S Busy With Chair Bids & Modular

Panels & Seating has been working very hard this last fall as it was awarded several bids, primarily for Iowa Workforce Development and the Department of Human Services. Several hundred chairs were and are being manufactured for delivery in late January.

An article on this division's production of veteran graveside flags ran on the front page of the Des Moines Register in December. Numerous e-mails and other well wishes congratulated the workers for their efforts. One group of Vietnam Vets also sent the workers flowers, thanking them for what they are doing. Contact the Des Moines office to read a copy of the article.

Mitchellville

Data Entry Staff Achieves 99.3% Accuracy

Scott Darr is doing an outstanding job running the Imaging Division after taking over for Sue Torres who retired in November. Under Scott's leadership, there have been new opportunities and potential projects that he has found within our customers. The Imaging area is working hard to offer microfilming to complement its scanning service. The Department of Natural Resources and Department of Transportation have started utilizing the microfilming service along with their current monthly scanning projects.

As a side note, Scott's department has finished its first full year in data entry

into the state mainframe for the DNR, entering registrations for boats, snowmobiles, and ATVs. Their accuracy is an outstanding 99.3%! Not bad considering previously the DNR was spending hundreds of thousands of taxpayers' dollars to get less than 70% accuracy. OUTSTANDING!



Scott Darr's previous computer experience allowed him to quickly learn the software and equipment used in the Imaging Department.

Inmates Enjoy Holiday Luncheon

For Christmas, IPI provided sub sandwiches to the IPI-MV workers. This special meal was provided to the workers on December 23rd. The workers were happy to get something besides their daily sack lunches. The day finished up with some kind words from IPI Director, Roger Baysden.



Sue Torres Retires

After nearly twenty-six years working for IPI and DOC, Sue Torres retired at a ceremony held at the DOC Central Office on October 27, 2004. Sue's party drew quite a crowd; members of her family attended plus current and past DOC employees and IPI employees from Mitchellville, Newton and the



Sue tries out her new rocker.

Sales Office.

Sue was presented with a Mission Rocker as thanks for her many years of hard work and dedication. We wish Sue the best in her retirement.

Fort Madison

Expansions & Focus On Quality Paying Off

With FY 03/04 ending with such a big loss for Fort Madison, FY 04/05 is starting out to be a promising year. Sales are up in both divisions, furniture by 46% and textiles by 10%, with the future forecast looking very good.

Fort Madison continues to be a leader in dormitory furniture with the universities and schools representing Fort Madison's largest customers.

- Installation completed in September 2004 of over 1,000 rooms of dorm and lounge furniture at ISU.
- Dining booths, chairs and conference tables were recently installed at University of Iowa in Burge Dining Hall. In addition, U of IA also has ordered 380 rooms of dorm furniture for spring delivery and is already putting together their dorm furniture order for FY 05/06.
- Southeastern Community College and Iowa Wesleyan College, both new customers last fiscal year, have already placed orders for dormitory furniture for spring delivery.
- Prototype dorm furniture was recently delivered to Minnesota and Arkansas for evaluation.

Our new Custom Wood Division has taken off superbly, especially with libraries. After completing our first library order at Traer Library, we have recently added two new libraries: Lansing and Mt. Pleasant. The Custom Wood Division is also manufacturing custom office furniture for the Mt. Pleasant School District and 50 specialty wardrobes, control centers and cabinets for Lutheran Services.

Fort Madison continues to update equipment. We have recently purchased a new shaper and straight line saw and are looking at additional equipment. These updates will help us to improve quality, increase production and train our inmates on modern equipment that



Inmates learn valuable woodworking skills in the Custom Wood Shop. Above: Inmate Mahers with Tom Stockbridge. Right: Inmate Anderson.



will be beneficial to them in obtaining a job upon their release.

Our textile operation continues to grow. We continue to produce more and more of the textile items that the institutions were previously purchasing from outside vendors, including almost all of the inmate jeans purchased. We also manufacture jeans for the States of Mississippi and Wyoming. The additional sales allow us to expand our abilities, train inmates and meet more of our customer's current needs.

Quality and service are very important and IPI-FM will continue to work at providing exceptional service with quality products at reasonable prices.

Christmas Treats Enjoyed By All

For Christmas, IPI Ft. Madison treated our inmate workers and staff to bakery fresh doughnuts & pastries, Folgers coffee and hot chocolate.

The staff Christmas party was enjoyed by all. Tom, Mike & Becky all pitched in to supply chips, pop, and Subway sandwiches with all the fixin's. Laura and Shari organized and set up the party and also provided a few homemade treats. All staff were sent home with a goodie bag which included scratch-off lottery tickets and a

Lofthus Continues Training

Aaron Lofthus is always ready and willing to receive extra training to assist Fort Madison in providing top-quality products at reasonable prices. Following is Aaron's recap of a recently attended training seminar:

"The TD100 course for Electrical Troubleshooting of Panel Processing Equipment was in my opinion a very good and informative class. We covered troubleshooting for all equipment within the Homag group, which included Holzma, Homag, Brandt and Weeke. We were given instructions on schematics, ladder logic and using the operating system to aid in the troubleshooting process. Hopefully this will reduce the need to call Stiles tech support and eliminate some of the on-site visits by their technicians.

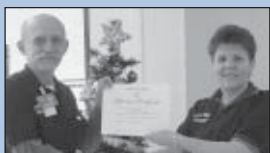
"As a secondary benefit I have also made contacts with people in the woodworking industry that have given me some very valuable information. I've also got some contact numbers of people who have the same equipment and are more than willing to discuss problems they've had and how they were resolved or different methods of doing things that have helped their operations.

"As far as I'm concerned, that information alone is worth the cost of the course and in time will actually pay for it. Thanks for giving me the opportunity to attend these courses."



Powerball ticket. Evidently there were no winning Powerball tickets as all employees did return to work the following Monday.

Employee Recognitions



Mark Meinhardt receives his ten-year service award on December 2, 2004 from Becky Munoz.



Laura Mendez receives a plaque in appreciation of her strength, dedication and leadership in the transition to the Global Accounting system from Becky Munoz.

Thank you, Mark & Laura, for your continuing hard work and dedication!

Changing Of The Guard

Mark Meinhardt has transferred from Warehouse 1 to Textiles and will now be supervising that operation. Ray Miller has transferred from Textiles to Warehouse and will now be supervising that operation.

IPI Newton Hosts First Family Day

On October 22nd, we had our first Family Day. After running production on Friday all the families met at the institution. They were greeted by the Warden and given a tour of the Institution and visited each cell house. Then they came out to the IPI Plant where Shawn Preston gave a tour of the Plant and explained the process of how the canteen operates and how we do business here at Newton. The families found it to be very interesting and they now have a better understanding of what their loved ones do on a day-to-day basis.



New Novelty Items In Great Demand

Fort Madison Custom Wood continues to design and build several new novelty items. Recent new items included a 3-door ice chest, storage chests, gossip benches and coaster sets. The Des Moines Sales Office advertised these items (plus current stock of other items) via an e-mail flyer in November. Through December, the Sales Office sold over \$5,000 in novelties, a 279% increase over last year (includes

Anamosa's items). Many items sold out; contact Des Moines for current stock.

Novelty items are made from offal, which allows us to sell them at a discounted price. Items made from offal are produced and shipped to the Des Moines showroom for display and sale. The availability of these items is based on the products that Fort Madison is able to produce from offal and ship to the showroom for display.

Newton

Offender Flower Program Launched

Iowa inmates are now able to purchase flowers for loved ones! The bouquets are of the highest quality and would be a cherished gift by any lucky recipient. Four flower groups are offered to cover any occasion. Their names vividly describe what the arrangements look like: Basket of Cheer, Beloved Bouquet, Spirit Mixed Bouquet and

Favorite Red Roses. These delightful flower arrangements will be delivered directly to the recipient's door on a specified date chosen by the offender.



Basket of Cheer

Over 1,000 Christmas Gift Packages Sold

The holiday spirit of giving found a new way to touch Iowa's incarcerated citizens this season. A special purchase program allowed friends and family to send a Christmas gift package to an inmate of their choice. For the first time people outside of the state prison system were permitted to send a personalized gift package to inmates.

The response to the gift program was incredible. The Central Canteen processed a total of 1,170 orders! Thanks to the hard work of all of the Canteen's employees and the generous participa-

tion of offender's friends and family, 13.5% of Iowa's prison population received a gift package this year.

Two gift packages were offered. Both were comprehensive in including envelopes, writing supplies, personal care items, soups, chips, cookies, crackers, meat item(s), flavored drinks, and assorted candies. The \$10.00 gift package contained 26 items while the \$25.00 gift package contained 48 items. Each gift package also included a card with the recipient's name and the name(s) of whom the gift was from.

Canteen Gives To Each Iowa Inmate

All of Iowa's offenders received a holiday stocking stuffer this Christmas (stocking not included) from the Canteen. Each gift included five different food items. It was our way to thank

each and every one of our customers for helping to make us the preeminent state owned central commissary in the nation. The Canteen sent out 8,702 Christmas gifts to inmates.

On The Lighter Side



Birthdays

Make sure you jot down these upcoming birthdays so you can make sure they have a great day!

February:

- 1 – Kim Zimmerman (AN)
- 2 – Cindy Reck (AN)
- 12 – Virgil Johnson (AN)
- 21 – Jed Kinion (Farms)

March:

- 9 – Sandy Bunce (AN)

- 11 – Scott Darr (MV)
- 21 – Mark Meinhardt (FM)
- 22 – Russell Behrends (AN)
- 23 – Darcy Austin (AN)
- 23 – Tammy Luchtenburg (AN)

April

- 1 – Becky Munoz (FM)
- 4 – Mike Kuper (AN)
- 10 – Ray Miller (FM)
- 10 – Jane Ross (DM)
- 14 – Gary Sievers (AN)
- 22 – Mark Merfeld (AN)



Family News

Anamosa:

Welcome back to Gary Sievers after returning to work after an extended illness.

Business Office:

Sandy Bunce (Accounting Tech 2) has a new grandson, Joseph Allan, born October 20th.

Fort Madison:



Ethan Joseph, grandson of Tim & Tammy Diesburg

Congratulations to first time grandparents Tim and Tammy Diesburg on the arrival of their grandson, Ethan Joseph on October 10th.

Patty Gassman welcomed a grandchild, Aleasha Marie, on August 3rd.

Mitchellville:

Tangela Mason and Ben Buerckley

were married in a quiet ceremony December 1st in Indianola.



Ben & Tangela Buerckley with son William.



Lydia Faith, granddaughter of Bob Manka

Bob Manka has a new granddaughter. Lydia Faith was born on August 8, 2004, weighing 8 lbs 5 oz. She joins siblings Sarah, Anna and Josiah.

Bill Whitaker, with the help of family, friends and an Amish Crew, tore down a historic family barn, moved it and then rebuilt it on his property. "The Barn" was originally built in remembrance of Rudy Launer (Bill's wife Phyllis is Rudy's great-niece) who was killed in France during World War I. Bill's carpentry skills were definitely tested and used during the project. Since its move and renovation, the barn has been featured

? TRIVIA ? CHALLENGE?

1. What is the name of sales rep Kevin Peterson's dog?
2. What position did Cindy Reck hold when she started working for IPI?
3. How many Christmas gifts did the Central Canteen give out this past holiday season?
4. Who supervises Fort Madison's Textiles division?
5. What was Mitchellville Data Entry accuracy percentage last year?
6. Which sales representative pulled in over \$500,000 in new customer sales the 2nd Quarter?
7. What association held their quarterly meeting at IPI-Anamosa in October?

See answers on page 4.

on historic barn tours and used for many gatherings of family and friends. Perhaps the event that brought the Whitakers the most pride was when the barn was the setting for the wedding of their daughter and son-in-law. They look forward to sharing "the barn" with many friends and family members in the future.

Newton:

Chad Squires' family welcomed their newest member on December 21st. Kyle Andrew Squires was born at



Kyle Andrew, son of Chad Squires

10:13 a.m. at Skiff Medical Center in Newton. He weighed in at 9lbs 3/4 oz. and was 21 1/4 inches long. Kyle joins brothers Trevor (6) and Evan (4). Congratulations to the Squires family!